



Midland Memorial Hospital is located in the heart of beautiful West Texas. If you're looking for a warm community where you can develop lifelong friendships, develop and further your career and experience a great lifestyle, look no further. Midland, Texas offers all of the desirable features of a community whatever stage of life you're in. Midland Memorial Hospital, the only non-for-profit hospital in Midland County, Texas was established by prominent community leaders with one mission: "to make quality healthcare available to all residents of Midland County". Midland Memorial Hospital

was built with funds donated by individuals, corporations and foundations as a nonprofit, community-based hospital, offering medical care to all Midlanders. Midland Memorial Hospital has undergone numerous physical expansions and introduced many innovative programs such as Heart Institute and various rehabilitation programs. Respected physicians and health care practitioners join our staff for the unique combination of quality care and comfortable lifestyle we offer. Midland Memorial Hospital provides state-of-the-art technology with a compassionate caring environment to provide the highest level of care possible.

Our hospital is currently recruiting for a Chief of police. He or she would be responsible for directing the administration of the Midland County Hospital District Police Department to maximize the security and safety of patients, staff, and visitors as well as the security of the Midland Memorial Hospital (MMH) buildings, equipment, grounds and parking facilities.

ESSENTIAL FUNCTIONS/PERFORMANCE EXPECTATIONS

- Directs operations to implement and enforce guidelines, policies, rules, regulations and laws to maximize the security of patients, visitors and staff, and the security of all MMH owned and operated property. Identifies and analyzes the design of jobs, work processes, workflows, etc., for Security areas. Implements appropriate changes to improve effectiveness, productivity, and efficiency that support the overall goals of the department and MMH.
- Directs administration and enforcement of MMH police and security programs, and services, while identifying and recommending to senior management, innovative methods for communicating and implementing security measures to create and maintain a secure and safe environment for patients, visitors, and staff.
- Directs and coordinates with other departments in the development, monitoring, implementation, and improvement of MMH general security, fraud and accident investigation procedures to help maintain and promote a secure and safe environment for MMH patients, visitors and staff.
- Develops, monitors, and administers annual budgets to ensure that the department has the necessary funds to carry out established goals and objectives.
- Selects, trains, motivates, counsels, schedules, and evaluates assigned staff to maximize utilization of individual and group capabilities, while providing optimal service to internal external customers,
- Develops, monitors, and revises annual goals, objectives and performance measures for the department that support the mission and objectives of MMH.
- Maintains knowledge of applicable rules, regulations, policies, laws, and guidelines that impact or govern police and security areas.
- Develops, and implements policies, procedures, and guidelines to instill a customer centered focus into employees' work behaviors and ensure that employees are sensitive to MMH customers and their needs.
- Develops effective internal controls that promote adherence to applicable state/federal laws, and the program requirements of accreditation agencies and federal, state, and private health plans.

- Acts as a consultant and liaison for police and security issues, while interacting with local and national organizations to coordinate and develop effective emergency preparedness and collaborative security plans.
- Maintains a positive working relationship with other hospitals, institutions, and agencies to provide cost-effective and efficient security services for MMH.
- Works collaboratively with the MMH Patient Safety Officer, MMH Safety Officer, Disaster Preparedness Coordinator and other MMH departments to ensure coordinated policies and plans are developed implemented and enforced for the security, safety, and protection of MMH patients, visitors, staff and property.
- Stays abreast of the latest developments, advancements, and trends in the field of Law Enforcement, Safety and Security by attending seminars/workshops, participating in professional law enforcement and security organization meetings, and reading professional journals. Integrates this knowledge as appropriate in the job.
- Manages the development, promotion and delivery of internal and external seminars on security issues such as crime prevention to increase understanding and involvement in security programs.
- Serves on internal and external committees as needed to facilitate the advancement of security and safety programs and issues, consistent with MMH goals and objectives.

EDUCATION AND EXPERIENCE

- Must have a Bachelor's and/or Master's degree in Business Administration, Criminology, Criminal Justice or a related field. An Associate's Degree will be accepted with the requirement to obtain a Bachelor's degree within 24 months of employment at MMH.
- Must have 10 years of experience in law enforcement or security, to include five years of management experience.
- Must meet and maintain eligibility standards for licensing as a Texas Peace Officer.
- Must meet and maintain "Initial Training and Continuing Education for Police Chiefs" as prescribed by Texas Commission on Law Enforcement Officer Standards & Education (TCLEOSE).
- Must have a valid Texas Class C Driver License.

For more information on our facility and to review positions available, please visit our website at

www.midlandhealth.org/careers or call our

Human Resources department: (432)221-1577 Fax: (432)221-4654